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HOTEL/MOTEL WAGE RATES

AND

OTHER PAYROLL COSTS FOR MAJOR U.S. CITIES

1986

AMERICAN HOTEL & MOTEL ASSOCIATION
888 Seventh Avenue
New York, New York 10106

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The information in this survey was prepared by Mel Sandler,* Consultant to the Human Resource Council of AH & MA. The data is taken from union contracts of hotels and motels.

In some instances the Federal Minimum Wage Law requirements or the State Requirements exceed the contract rates.

The data should be useful to those who negotiate union contracts and to lodging industry executives who determine wage policy in non-union properties.

Although individual union contracts are generally given wide distribution, it is suggested that circulation of this report be carefully controlled within your organization.

The survey will be reissued periodically.

James Stamas, Chairman
Human Resources Council

*Prof. Mel Sandler
University of New Hampshire
The Whittemore School of
Business and Economics
McConnell Hall
Durham, New Hampshire 03824

TABLE OF CONTENTS

Job Classification

Bartender 1
Bell Person 2
Bus Person 3
Cook, Fry 4
Cook, Second 5
Dishwasher 6
Elevator Operator 7
House Person 8
Laundry Worker 9
Linen Room 10
Maintenance 11
Pantry Person 12
Room Attendant 13
Stores Person 14
Telephone Operator 15
Waitperson, Room Service 16
Waitperson 17

Holiday Clauses 18-19

Vacation Benefits 20

Pension Clauses and Employer Contribution 21

Other Provisions 22-23

Health and Welfare Clauses 24-28

Banquet Arrangements 29-36

Probationary Period, Jury Duty, Funeral Pay 37-38

Schedule Posting Requirement, Shift Differential, Reporting Pay 39-41

Sources of Data 42-43

BARTENDER

	Hours Per Day	Days Per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	5.10	5.50	5.70				
Atlantic City	8	5	6.25	6.75	7.25				
Boston	8	5	6.05	6.60	6.80	7.00	7.20		
Chicago	8	5	5.48	5.68	5.93	6.18	6.43		
Cincinnati	8	5			5.49	5.66			
Denver	8	5	4.65	4.84	5.03				
Hartford	8	5		6.84	7.09	7.39			
Honolulu	8	5		8.87	9.21	9.57	10.04		
Kansas City	8	5	4.53	4.58	5.63				
Las Vegas	8	5	9.34	9.34	9.90	10.49			
Los Angeles	8	5					5.96	6.20	
Miami Beach	8	5	4.32	4.62	5.02				
Minneapolis	8	5			6.25	6.75	7.00		
New York City	7	5	8.74	9.21	9.81	10.36	10.87	11.38	
Orlando	8	5			4.70	4.85	5.00		
Philadelphia	8	5		6.43	6.73	7.15			
Pittsburgh	8	5	6.12	6.17	6.22				
St. Louis	8	5	4.57	4.67					
San Francisco	8	5	10.43	10.75	11.60				
Seattle	8	5		7.70	7.70	7.70			
Washington, DC	8	5		6.84	7.09	7.39			

BELL PERSON

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	2.31	2.55	2.60				
Atlantic City	8	5	3.63	3.88	4.13				
Boston	8	5	2.80	3.10	3.30	3.50	3.70		
Chicago	8		2.42	2.52	2.64	2.77	2.84		
Cincinnati	8	5							
Denver	8	5	2.42	2.52	2.62				
Hartford	8	5		4.02	4.12	4.22			
Honolulu	8	5		3.60	3.74	3.89	4.08		
Kansas City	8	5	2.31	2.36	2.41				
Las Vegas	8	5	4.74	4.74	5.02	5.32			
Los Angeles	8	5			3.74	3.99	4.15		
Miami Beach	8	5	2.56	2.71	2.91				
Minneapolis	8	5			3.20	3.40			
New York City	7	5	4.48	5.01	5.28	5.53	5.83		
Orlando	8	5			3.70	3.80	3.90		
Philadelphia	8	5		3.32	3.47	3.67			
Pittsburgh	8	5	3.31	3.36	3.41				
St. Louis	8	5	2.42	2.47					
San Francisco	8	5	4.36	4.57	4.85				
Seattle	8	5		4.04	4.04	4.04			
Washington, DC	8	5	3.52	3.72	2.97				

BUS PERSON

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	3.80	4.15	4.30				
Atlantic City	8	5	4.13	4.38	4.63				
Boston	8	5	5.50	6.05	6.25	6.45	6.65		
Chicago	8	5	2.76	2.86	2.99	3.11	3.24		
Cincinnati	8	5							
Denver	8	5	3.75	3.90	4.05				
Hartford	8	5		5.89	6.14	6.44			
Honolulu	8	5		3.68	3.83	3.98	4.18		
Kansas City	8	5	3.00	3.13.	3.18				
Las Vegas	8	5	5.00	5.00	5.30	5.62			
Los Angeles	8	5			3.50	3.60	3.70		
Miami Beach	8	5	4.15	4.45	4.85				
Minneapolis	8	5			4.16	4.50			
New York City	7	5	4.86	5.13	5.45	5.74	6.01	6.28	
Orlando	8	5			4.65	4.80	4.95		
Philadelphia	8	5		5.80	6.10	6.53			
Pittsburgh	8	5							
St. Louis	8	5	2.39	2.44					
San Francisco	8	5							
Seattle	8	5		4.30	4.30	4.30			
Washington, DC	8	5	4.70	5.00	5.32				

COOK, FRY

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	4.80	5.10	5.35				
Atlantic City	8	5							
Boston (General Cook)	8	5	6.28	6.83	7.23	7.43			
Chicago	8	5	5.11	5.31	5.56	5.81	6.06		
Cincinnati	8	5			6.61	6.93	7.33	7.53	
Denver	8	5							
Hartford (Cook III)	8	5		6.63	6.88	7.18			
Honolulu	8	5		8.32	8.65	9.00	0.45		
Kansas City	8	5							
Las Vegas	8	5	9.60	9.60	10.18	10.79			
Los Angeles	8	5			6.64	6.97	7.32		
Miami Beach	8	5	5.65	5.95	6.35				
Minneapolis	8	5			6.56	7.00			
New York City	7	5	9.20	9.70	10.30	10.85	11.36	11.87	
Orlando	8	5							
Philadelphia	8	5		6.30	6.60	7.03			
Pittsburgh (Prep.Cook)	8	5	6.25	6.45	6.70				
St. Louis	8	5	4.60	4.70					
San Francisco	8	5							
Seattle	8	5		7.52	7.52	7.52			
Washington, DC	8	5	6.56	6.96	7.36				

COOK, SECOND

	Hours per Day	Days per Week	HOURLY WAGE						
			1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5							
Atlantic City	8	5	8.91	9.41	9.91				
Boston	8	5	7.03	7.58	7.98	8.18	8.58	8.78	
Chicago	8	5	5.83	6.03	6.28	6.53	6.78		
Cincinnati	8	5			6.75	7.00			
Denver	8	5	5.35	5.56	5.79				
Hartford	8	5		6.88	7.13	7.43			
Honolulu	8	5		9.78	10.17	10.58	11.11		
Kansas City	8	5	4.20	4.41	4.54				
Las Vegas	8	5	10.06	10.06	10.66	11.30			
Los Angeles	8	5							
Miami Beach	8	5							
Minnepolis	8	5			7.01	7.52			
New York City	7	5	9.82	10.35	10.99	11.58	12.12	12.86	
Orlando	8	5			6.25	6.40	6.55		
Philadelphia	8	5		6.93	7.23	7.63			
Pittsburgh	8	5							
St. Louis	8	5	4.83	4.93					
San Francisco	8	5							
Seattle	8	5							
Washington, DC	8	5	6.78	7.18	7.58				

DISHWASHER

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	3.80	4.15	4.30				
Atlantic City	8	5	6.50	7.00	7.50				
Boston	8	5	5.55	6.10	6.50	6.70	7.10	7.30	
Chicago	8	5	4.03	4.23	4.48	4.73	4.98		
Cincinnati	8	5							
Denver	8	5	3.82	3.97	4.13				
Hartford	8	5		5.89	6.14	6.44			
Honolulu	8	5							
Kansas City	8	5							
Las Vegas	8	5	6.79	6.79	7.20	7.63			
Los Angeles	8	5			4.78	5.02	5.27		
Miami Beach	8	5	4.75	4.45	4.85				
Minneapolis	8	5							
New York City	7	5	8.12	8.56	9.09	9.56	10.01	10.46	
Orlando	8	5			5.00	5.15	5.30		
Philadelphia	8	5							
Pittsburgh	8	5	5.42	5.62	5.87				
St. Louis	8	5							
San Francisco	8	5	6.74	7.08	7.50				
Seattle	8	5		5.42	5.42	5.42			
Washington, DC	8	5	5.89	6.29	6.69				

ELEVATOR OPERATOR

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5							
Atlantic City	8	5		6.50	7.00	7.50			
Boston	8	5	5.35	6.10	6.50	6.70	7.10	7.30	
Chicago	8	5							
Cincinnati	8	5			5.50	5.80			
Denver	8	5							
Hartford	8	5							
Honolulu	8	5							
Kansas City	8	5							
Las Vegas	8	5	7.07	7.07	7.49	7.94			
Los Angeles	8	5							
Miami Beach	8	5							
Minneapolis	8	5							
New York City	7	5	8.47	8.93	9.48	9.99	10.46	10.93	
Orlando	8	5							
Philadelphia	8	5							
Pittsburgh	8	5							
St. Louis	8	5							
San Francisco	8	5							
Seattle	8	5							
Washington, DC	8	5	5.93	6.33	6.73				

HOUSE PERSON

	Hours per Day	Days per Week	HOURLY WAGE						
			1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	3.82	4.15	4.30				
Atlantic City	8	5	6.50	7.00	7.50				
Boston	8	5	5.60	6.15	6.55	6.75	7.15	7.35	
Chicago	8	5	4.28	4.48	4.73	4.98	5.23		
Cincinnati	8	5			5.44	5.69			
Denver	8	5	3.94	4.10	4.26				
Hartford	8	5		5.99	6.24	6.54			
Honolulu	8	5		5.69	5.92	6.16	6.47		
Kansas City	8	5	4.00	4.20	4.33				
Las Vegas	8	5	6.95	6.95	7.37	7.81			
Los Angeles	8	5			4.74	4.98	5.23		
Miami Beach	8	5	4.15	4.45	4.85				
Minneapolis	8	5			4.95	5.26			
New York City	7	5	8.45	8.91	9.46	9.97	10.43	10.89	
Orlando	8	5							
Philadelphia	8	5		5.80	6.10	6.53			
Pittsburgh	8	5	5.52	5.72	5.97				
St. Louis	8	5							
San Francisco	8	5							
Seattle	8	5		5.25	5.25	5.25			
Washington, DC	8	5		5.99	6.24	6.54			

LAUNDRY WORKER

	Hours per Day	Days per Week	HOURLY WAGE						
			1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	3.80	4.10	4.30				
Atlantic City	8	5							
Boston	8	5							
Chicago	8	5							
Cincinnati	8	5			5.36	5.61			
Denver	8	5	4.47	4.65	4.84				
Hartford	8	5		5.96	6.21	6.51			
Honolulu	8	5		6.27	6.52	6.78	7.12		
Kansas City	8	5	4.00	4.20	4.33				
Las Vegas	8	5							
Los Angeles	8	5							
Miami Beach	8	5	4.15	4.45	4.85				
Minneapolis	8	5			4.95	5.26			
New York City	7	5	8.35	8.80	9.34	9.84	10.29	10.75	
Orlando	8	5							
Philadelphia	8	5		5.96	6.26	6.69			
Pittsburgh	8	5							
St. Louis	8	5							
San Francisco	8	5							
Seattle	8	5		5.40	5.40	5.40			
Washington, DC	8	5	5.98	6.38	6.78				

LINEN ROOM

	Hours per Day	Days per Week	HOURLY WAGE						
			1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5							
Atlantic City	8	5	6.50	7.00	7.50				
Boston	8	5	5.55	6.10	6.50	6.70	7.10	7.30	
Chicago	8	5	4.22	4.42	4.67	4.92	5.17		
Cincinnati	8	5			5.40	5.65			
Denver	8	5	3.97	4.13	4.29				
Hartford	8	5		5.96	6.21	6.51			
Honolulu	8	5		6.04	6.28	6.53	6.86		
Kansas City	8	5	4.00	4.20	4.33				
Las Vegas	8	5	8.13	8.13	8.62	9.14			
Los Angeles	8	5			4.57	4.80	5.04		
Miami Beach	8	5							
Minneapolis	8	5							
New York City	7	5	8.10	8.54	9.07	9.56	10.01	10.46	
Orlando	8	5			5.10	5.25	5.40		
Philadelphia	8	5		5.80	6.10	6.53			
Pittsburgh	8	5	5.45	5.65	5.90				
St. Louis	8	5							
San Francisco	8	5	6.50	6.83	7.24				
Seattle	8	5							
Washington, DC	8	5	5.97	6.38	6.78				

MAINTENANCE

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	5.75	6.20	6.45				
Atlantic City	8	5							
Boston	8	5							
Chicago	8	5							
Cincinnati	8	5							
Denver	8	5							
Hartford	8	5		6.84	7.09	7.39			
Honolulu	8	5		10.77	11.23	11.65	12.23		
Kansas City	8	5	4.62	4.85	5.00				
Las Vegas	8	5							
Los Angeles	8	5							
Miami Beach	8	5	5.50	5.80	6.20				
Minneapolis	8	5							
New York City	7	5	9.14	9.63	10.22	10.77	11.27	11.77	
Orlando	8	5							
Philadelphia	8	5							
Pittsburgh	8	5							
St. Louis	8	5	5.89	5.99					
San Francisco	8	5							
Seattle	8	5		5.90	5.90	5.90			
Washington, DC	8	5							

PANTRY PERSON

	Hours per Day	Day per Week	HOURLY WAGE						
			1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	3.85	4.20	4.35				
Atlantic City	8	5	6.89	7.39	7.89				
Boston	8	5	5.77	6.32	6.72	6.92	7.32	7.52	
Chicago	8	5	4.02	4.23	4.48	4.73	4.98		
Cincinnati	8	5			5.49	5.74			
Denver	8	5	3.94	4.09	4.26				
Hartford	8	5		6.21	6.46	6.76			
Honolulu	8	5		7.87	8.18	8.51	8.94		
Kansas City	8	5	4.14	4.35	4.48				
Las Vegas	8	5	9.13	9.13	9.68	10.26			
Los Angeles	8	5			6.04	6.34	6.66		
Miami Beach	8	5	4.75	5.05	5.45				
Minneapolis	8	5			4.75	5.15			
New York City	7	5	8.35	8.80	9.34	9.84	10.30	10.76	
Orlando	8	5			5.75	5.90	6.05		
Philadelphia	8	5							
Pittsburgh	8	5	5.47	5.67	5.92				
St. Louis	8	5	4.00	4.10					
San Francisco	8	5							
Seattle	8	5		6.30	6.30	6.30			
Washington, DC	8	5	5.90	6.30	6.70				

ROOM ATTENDANT

	Hours per Day	Days per Week	HOURLY WAGE						
			1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	3.80	4.15	4.30				
Atlantic City	8	5	6.50	7.00	7.50				
Boston	8	5	5.60	6.15	6.55	6.75	7.15	7.35	
Chicago	8	5	4.28	4.48	4.73	4.98	5.23		
Cincinnati	8	5			5.40	5.65			
Denver	8	5	3.94	4.10	4.26				
Hartford	8	5		5.99	6.24	6.54			
Honolulu	8	5		5.69	5.92	6.16	6.47		
Kansas City	8	5	4.00	4.20	4.33				
Las Vegas	8	5	6.67	6.67	7.07	7.49			
Los Angeles	8	5			4.57	4.80	5.04		
Miami Beach	8	5	4.15	4.45	4.85				
Minneapolis	8	5			4.95	5.26			
New York City	7	5	8.06	8.50	9.02	9.50	9.94	10.38	
Orlando	8	5			5.00	5.15	5.30		
Philadelphia	8	5		5.80	6.10	6.53			
Pittsburgh	8	5	5.44	5.64	5.89				
St. Louis	8	5	4.05	4.15					
San Francisco	8	5							
Seattle	8	5		5.25	5.25	5.25			
Washington, DC	8	5	5.89	6.29	6.69				

STORES PERSON

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5							
Atlantic City	8	5	6.75	7.25	7.75				
Boston	8	5	5.55	6.10	6.50	6.70	7.10	7.30	
Chicago	8	5	4.19	4.39	4.64	4.89	5.14		
Cincinnati	8	5							
Denver	8	5	4.82	5.01	5.21				
Hartford	8	5							
Honolulu	8	5		7.19	7.48	7.78	8.17		
Kansas City	8	5							
Las Vegas	8	5							
Los Angeles	8	5			4.89	5.14	5.40		
Miami Beach	8	5	4.55	4.85	5.25				
Minneapolis	8	5	4.96	5.18	5.43				
New York City	7	5							
Orlando	8	5			5.05	5.20	5.35		
Philadelphia	8	5							
Pittsburgh	8	5	5.44	5.64	5.89				
St. Louis	8	5							
San Francisco	8	5	7.65	8.04	8.51				
Seattle	8	5							
Washington, DC	8	5	6.02	6.42	6.82				

TELEPHONE OPERATOR

	Hours Per Days	Days Per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	4.10	4.35	4.55				
Atlantic City	8	5							
Boston	8	5	5.63	6.18	6.58	6.78	7.18	7.38	
Chicago	8	5	4.23	4.43	4.68	4.93	5.18		
Cincinnati	8	5							
Denver	8	5	4.00	4.16	4.33				
Hartford	8	5		6.28	6.53	6.83			
Honolulu	8	5		6.58	6.84	7.11	7.47		
Kansas City	8	5	4.25	4.46	4.59				
Las Vegas	8	5							
Los Angeles	8	5			4.95	5.20	5.46		
Miami Beach	8	5	4.15	4.45	4.85				
Minneapolis	8	5							
New York City	7	5	8.48	8.94	9.49	10.00	10.47	10.94	
Orlando	8	5							
Philadelphia	8	5		5.96	6.26	6.69			
Pittsburgh	8	5							
St. Louis	8	5	4.11	4.21					
San Francisco	8	5	6.98	7.82	8.29				
Seattle	8	5							
Washington, DC	8	5	6.25	6.65	7.25				

WAITPERSON - ROOM SERVICE

	Hours per Day	Days per Week	HOURLY WAGE 1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	2.31	2.55	2.60				
Atlantic City	8	5	3.63	3.88	4.13				
Boston	8	5	2.80	3.10	3.30	3.50	3.70		
Chicago	8	5							
Cincinnati	8	5							
Denver	8	5	2.44	2.54	2.64				
Hartford	8	5		4.27	4.37	4.47			
Honolulu	8	5							
Kansas City	8	5							
Las Vegas	8	5	4.78	4.78	5.07	5.37			
Los Angeles	8	5							
Miami Beacg	8	5	2.48	2.63	2.83				
Minneapolis	8	5			3.30	3.50			
New York City	7	5	4.42	4.66	4.95	5.22	5.46	5.70	
Orlando	8	5			3.45	3.55	3.65		
Philadelphia	8	5							
Pittsburgh	8	5							
St. Louis	8	5							
San Francisco	8	5							
Seattle	8	5							
Washington, DC	8	5	3.89	4.09	4.34				

WAITPERSON

	Hours per Day	Days per Week	HOURLY WAGE						
			1983	1984	1985	1986	1987	1988	1989
Atlanta	8	5	2.31	2.55	2.60				
Atlantic City	8	5	3.63	3.88	4.13				
Boston	8	5	2.86	3.10	3.30	3.50	3.70		
Chicago	8	5	2.88	2.98	3.10	3.23	3.35		
Cincinnati	8	5			3.34	3.47			
Denver	8	5	2.44	2.54	2.64				
Hartford	8	5		3.67	3.77	3.87			
Honolulu	8	5		3.60	3.74	3.89	4.08		
Kansas City	8	5	2.25	2.30	2.35				
Las Vegas	8	5	4.78	4.78	5.07	5.37			
Los Angeles	8	5			3.50	3.60	3.70		
Miami Beach	8	5	2.48	2.63	2.83				
Minneapolis	8	5			3.20	3.40			
New York City	7	5	4.42	4.66	4.95	5.22	5.46	5.70	
Orlando	8	5			3.30	3.40	3.50		
Philadelphia	8	5		3.32	3.47	3.67			
Pittsburgh	8	5	3.46	3.51	3.56				
St. Louis	8	5	2.32	2.37					
San Francisco	8	5	5.06	5.27	5.53				
Seattle	8	5	3.64	3.84	4.09				
Washington, DC	8	5	3.64	3.84	4.09				

HOLIDAY CLAUSES

	No. of Holidays	Pay for Work on Holidays	Pay for Holidays Not Worked	Rate of Pay for Holiday Not Worked
Atlanta	9	2X	9	S.T.
Atlantic City	9	2X Sched. Day 2-1/2 on 6th/7th Day	9	S.T.
Boston	9	S.T. +Hol.Pay	9	S.T.
Chicago	8	2X	8	S.T.
Cincinnati	8	2X	8	S.T.
Denver	6	2X	6	S.T.
Hartford	10	2X	10	S.T.
Honolulu	9	2X	9	S.T.
Kansas City	7	2X	7	S.T.
Las Vegas	8	2X	8	S.T.
Los Angeles	7 8-1986	2X 2-1/2 on 6th/7th Day	7	S.T.
Miami Beach	6	2X	6	S.T.
Minneapolis	6	2X	6	S.T.
New York City	11 (includes 3 Personal Days) 1 Add'l 1/1/89	S.T.+ Hol.Pay	11	S.T.
Orlando	9 (7 after 60 days/2 add'l after 1 yr. service)	2X	9	S.T.
Philadelphia	11	2X	11	S.T.
Pittsburgh	8	2X	8	S.T.

HOLIDAY CLAUSES (cont'd

St. Louis	8	2X	8	S.T.
San Francisco	7	2X	7	S.T.
Seattle	5	2X for Thanksgiving and Xmas/1-1/2 for others	3	S.T.
Washington, D.C.	10	S.T. + Hol. Pay (Tipped employee pay based on 105% week minimum)	10	S.T.

VACATION BENEFITS

No. of Weeks:	1	2	2	3	3	3	12d	3	3	3	3	3	4	4	4	4	4	4	5
No. of Years:	1	1	2	5	8	10	5	9	7	11	12	15	10	12	15	18	19	20	25
Atlanta		X		X										X					
Atlantic City	X		X		X														
Boston*	X		X					X									X		X
Chicago	X		X			X									X				
Cincinnati	X		X			X									X				
Denver	X		X			X												X	
Hartford	X		X	X															
Honolulu		X						X							X				
Kansas City	X		X			X												X	
Las Vegas**														X					
Los Angeles	X		X			X													
Miami Beach	X		X			X									X				
Minneapolis	X		X			X												X	
New York City	X		X				X		X						X				
Orlando		X		X									X						
Philadelphia	X		X					X							X				
Pittsburgh																			
St. Louis	X		X							X									
San Francisco	X		X		X										X				
Seattle	X		X			X										X			
Washington, DC	X		X			X								X					

*Boston	1st Year	2nd Year	3rd Year
3 Weeks	9 Yr.	8	7
4 Weeks	19	18	17
5 Weeks	25	25	25

**Las Vegas 1 Week after 11 Months
6 Weeks After 3 Years

PENSION CLAUSES AND EMPLOYER CONTRIBUTION

Atlantic City	15 cents/hr (In 1984 Union may elect to increase pension contribution by 5 cents or H & W by 3.35 cents)
Boston	17 cents/hr: 3rd year of contract 18 cents
Chicago	$36.38/mo. (extras 21 cents/hour)
Cincinnati	18 cents/hr in 1984; 19 cents in 1985; 20 cents in 1986
Hartford	20 cents/hr in 1983; 25 cents in 1987 (based on 40 hours max. per week)
Honolulu	3/84 34 cents/hr (if not needed, the 3/85 36 cents/hr 2 cents may be con- 3/86 38 cents/hr verted to H & W fund)
Las Vegas	45 cents/hour
Los Angeles	15-1/2 cents/hour
Miami Beach	$6.24 per month/employee
Minneapolis	10 cents/hour
New York City	Benefits increase $12.50 per year to maximum of $300.00 as of 6/88
Orlando	8 cents/hour
Philadelphia	$27.73 per month/employee
St. Louis	13 cents/hour
San Francisco	1983 $42.37/month (if actuarial gain, 1/2 to improved benefits; 1/2 to unfunded vested liability
Washington, DC	20 cents/hour

OTHER PROVISIONS

New York City:

Job combinations: Employer shall have the right to establish job combinations within the classifications listed in the wage schedule. Employees affected shall be paid the rate of the higher rated rate. In addition, front office, food preparation and engineering and maintenance department employees shall receive $10.00/week.

New York City:

Employers have the right to hire new employees at 75% of the wage rate listed. This does not apply to any employee who during 24 months prior to employment was continuously employed for a 12 month period by and Employer signatory to the agreement. This rate will continue for 1 year from date of hire and then moved to the regular rate. (Full contribution shall be made to the Insurance Fund and the Union Family Medical Fund from date of hire. No contributions shall be made to the Pension Fund, Dental Fund, prepaid Legal Fund or Industry Training Funds until 9 months after date of employment.)

San Francisco:

50 cents/month per employee to Education Fund.

84 cents/month per employee to Supplemental Leave Fund (from Pension Fund Contribution). Benefits:

2 days per year after 4 years of service
10 days per year after 8 years of service
12 days per year after 15 years of service

San Francisco:

75% of applicable wages for first 120 days of employment.

Cincinnati:

Any employee hired prior to 1978 who works less than 5 days per week shall be paid at the rate of 1-1/4 times the regular rate.

Other Provisions (cont'd)

Minneapolis:

Wage scale as set forth in Schedule of Wages -- reflects Minimum Rates and does not prohibit an employee from receiving a higher wage.

Minneapolis:

Rates increase based on service. Example: Bartender

Start	$5.95
90 Days	6.10
6 Mo.	6.25
12 Mo.	6.50
18 Mo.	6.75
24 Mo.	7.00

Honolulu

Hiring in Rate: 80% of applicable rate for 60 workdays. (Waived if 6 mo. experience with other employer under this contract).

Los Angeles

Hiring rate 80% of contract rate for 90 days.

HEALTH AND WELFARE CLAUSES
(Effective during entire contract term, unless noted otherwise)

Employee Contribution

Atlanta

Article XXIII - INSURANCE - The company shall continue to provide each full-time employee, who has completed at least one full calendar month of service, group insurance coverage with life insurance, hospitalization, surgical, major medical, and maternity benefits in accordance with the terms and conditions of the group insurance policy now in force, a copy of which has been furnished to the Union.

The company reserves the right during the term of this agreement to change the insurance carrier terms and component parts of said group insurance policy, provided the aggregate total of all benefits are not reduced.

MEDICAL PLAN - The company shall pay the sum of $3.00 per month for each employee in the bargaining unit who has completed at least one full calendar month of service, provided such employee is on the payroll in the second full pay period of the month, which pay period shall be used for determining the eligibility of employees for inclusion in the program hereinafter described.

Atlantic City

	1983	1984*	1985
Health, Welfare	62¢	62¢	67¢
Severance Fund	15¢	15¢	15¢

* 1984 Union may elect to increase personal contribution by 5¢ or H & W by 3.35¢
1984 Union may elect to increase severance contribution by 4¢ or H & W by 2.5¢

Boston

- 58¢/hour/employee
- Legal plan to start 2nd year of contract
- 12/1/86 eyeglass program extended to immediate family members
- 70¢ per function for banquet waiters and waitresses

Health and Welfare Clauses (cont'd)

Chicago

Major Medical $50,000; 80/20 Corridor
$200 deductible
(Maximum increases to $100,000 4/1/86)

4/1/83	$50.90/Mo.
7/1/83	88.96
4/1/84	92.85
4/1/85	97.18
4/1/86	105.83

Dependent Coverage (High Option) available at $170/mo.

Dental 4/1/85 $13.00

Legal 1/1/85 $5.19/Mo./Employee. Extra employees 3¢/hour.

Cincinnati

1985	$1.30 per day/employee/for each day worked
1986	$1.35
1987	$1.40

Sick Leave: After one year of eligibility: On April 30 accrue 1 day for use in balance of year; August 31, additional day; Dec. 31, accrue 1 day for use next year. Days not used will be paid to employee at the end of the year.

Denver

1983	Employee Coverage	$63.00	Depend.	$25.00
1984	"	"	72.00	"	25.00
1985	"	"	77.00	"	25.00

Detroit

Culinary Plan: 60¢ per day/employee/minimum $3.00/wk.
1/1/84 65¢/day; minimum $3.65/wk.

Hotel Plan: 1/1/82 $55.00/mo.
1/1/84 $56.00/mo.

Hartford

Group Insurance:
Blue Cross - Semi-Private Plan
Blue Shield
Major Medical - $100 deductible, 80/20 coinsurance, $250,000 max.
Prescription Coverage
Dental Coverage
$4,000 Life and A.D.
Dependent Coverage $17.00/mo. paid by employee (Kaiser Plan also available)

Health and Welfare Clauses (cont'd)

Accident and Sickness:
$125.00/week (max. 2/3 base pay)
Accident 1st Day/Sickness 8th Day
13 Weekly maximum each disability

Sick Leave: 4 days after 1 year of service
(Can accumulate to maximum of 9 days)

Honolulu

3/1/84 78¢/hr
Employer shall pay whatever contribution, as determined by the Trustee, is required to maintain the present level of benefits or such other level or form of benefits as may be agreed to and established by the Trustees.

3/1/85 8¢/hr maximum additional
3/1/86 12¢/hr maximum additional

Kansas City

1983 $25.00/mo/employee
1984 28.50/mo/employee
1985 32.00/mo/employee

Las Vegas

4/2/84 - $13.86 per employee
4/2/85 - Contribution not to exceed additional $13.86 to maintain benefits beyond this contribution. Contributions through monthly payroll deductions will be made to maintain benefits.

Los Angeles

67¢ per hour worked (Eliminated maintenance, benefits provision)

Miami

Employer contributes $33.70 per month per employee. $5.14/month per employee paid by employer for a Dental Plan.

Minneapolis

Benefits:

Life & A.D.D.	1000
Short Term Disability	30 day elimination period 2/3 Month Earnings ($667 Max.)
Major Medical	Maximum $1,000,000 Deductible: Person $100 Family $200 Per Hospital Admission Coinsurance 80/20

Health and Welfare Clauses (cont'd)

Dental (eligibility 1 year)
Maximum per Year $1000

Costs: Disability 50¢ per $100 earnings
Dependent Major Medical $55.00/mo
Dependent Dental $13.00/mo

New Orleans

Company provides following at company expense:
Basic - 31 days at $80 ($90 in 1982), surgery max. $800
Major Medical - $100 deductible, 80% - 20% coinsurance, $30,000 life maximum. Company will pay $11/month toward dependent coverage.
Life Insurance - $2-4,000 depending on job category.
Disability Insurance - 50% pay to $75.00 maximum for 26 weeks ($80.00 in 1982)
Dental Care - $50 deductible; $500 maximum per year.
Vision Care - Plan effective 1981 - Eye exam and glasses every two years.

New York

- 2.75% of Wages for Family Medical Care Fund
- 3.75% of Wages for Insurance Fund
- 2% of Wages for Dental Care Fund
- Jointly trusteed prepaid Legal Fund
  11/1/87 Employer Contribution 2¢/hr
  11/1/88 " " Add'l 3¢/hr
  Pro rata for part-time employees
  Maximum Contribution:
  35 hours non-tip
  40 hours tipped
- Industry Training Program
  Scholarship Fund - 81/27/86 $1.00/month/employee

Orlando

7/1/84 52¢/hour

Philadelphia

Contribution to continue present benefits:
10/1/84 $ 85.00/mo/maximum
10/1/85 $100.00 " "
10/1/86 $120.00 " "

Legal $200.60 " "

Pittsburgh

10/1/83 68¢/hr for tip and non-tip employees
10/1/84 74¢/hr " " " " "
10/1/85 79¢/hr " " " " "

Health and Welfare Clauses (cont'd)

St. Louis — $22.00 per month per eligible employee effective 11/16/82; $24.00 effective 11/16/83; $25.00 effective 11/16/84. 6¢ per hour per employee paid to trust fund for dental care program 12/1/84; 7¢ 12/1/83.

San Francisco

11/83	$80.00-82.00/month/employee
11/84	$12.00 additional, if needed
11/85	$25,00 additional, if needed
Note:	$34.18 maximum additional
11/1/83	59¢/month/employee of above allocated to Supplemental Vacation Fund

Seattle	1984	1985	1986
Monthly Contribution for employees who work 30 hours or more per month	$29.50	$34.50	$39.50
Employee Contribution	5.00	10.00	15.00
	$34.50	$44.50	$54.50
Monthly Contribution for employees who work 65 hours or more per month	$71.75	$76.75	$81.75
Employee Contribution	14.25	19.25	24.25
	$86.00	$96.00	$106.00

In addition, 15¢/hour will be contributed to Joint Welfare Fund for revision of benefits.

Washington, DC — All steady employees, including steady banquet bartenders. New employees have a waiting period of 3 months.

Life	$2000.00
AD&D	2000.00
Weekly health and accident benefits (13 weeks)	125.00
Medical Reimbursement (max.)	100.00
Preferred hospital service coverage, preferred surgical-medical plan	
Dental Plan Contribution	.14
Legal Fund	.05
Optical Fund	3-1/2

BANQUET ARRANGEMENTS

Atlanta

Banquet Commission. The banquet commission collected on all banquet food functions shall be allocated at the rate of fourteen percent (14%) for all regular, full-time banquet waiters/waitresses, captains and bus service personnel who work the functions and twelve percent (12%) for all part-time extra banquet waiters/waitresses, captains and bus service personnel who work the functions. Such banquet commission shall be pooled every day and each banquet waiter/waitress, captain or bus service employee who worked a function during that day shall receive their respective share of the commission on the following basis weekly:

a. The sum total for each breakfast, lunch and dinner food function will be pooled respectively and divided respectively into equal shares by the banquet waiters/waitresses, captains and his service personnel who worked the respective food function. Each banquet waiter/waitress and captain will receive an equal share subject to the provision above establishing a fourteen percent (14%) rate for regular, full-time and twelve percent (12%) rate for part-time extra banquet personnel. Banquet bus service personnel shall receive one-half (1/2) the share of a waiter/waitress/captain.

b. Receptions that include hors d'oeuvres will be treated as any other banquet food function with respect to the food portion only.

c. Waiters/waitresses who are required to serve a reception consisting of beverages only, without hors d'oeuvres, will be paid a flat sum of five dollars ($5) per hour or major fraction thereof.

d. Coffee servers shall receive a share based upon a thirteen percent (13%) rate for all functions.

Banquet Shifts. Banquet waiters/waitresses shall be scheduled and paid on the following basis:

Breakfasts	- Up to 3 hours work within 3-1/2 hours
Luncheon	- Up to 4 hours work with 4-1/2 hours
Dinners	- Up to 4 hours work within 5-1/2 hours
Buffets*	- Up to 3 hours work within 3-1/2 hours for Breakfast, 4 hours work within 4-1/2 hours for Luncheon, 5 hours work within 5-1/2 hours for Dinner
Dinner Dance	- Up to 6 hours

Atlanta (cont'd)

* A buffet is a regular meal (breakfast, luncheon or dinner) where the guests are served or serve themselves from a display of foods; provided, however, that for purposes of this Article a "Buffet" shall not be deemed to include buffets, cocktail buffets or other meals offered regularly to the public and served by regular employees.

Banquet Premium Pay. One and one-half (1-1/2) times the hourly rates indicated below in Hourly Rates for Banquets will be paid for all time worked on a meal in excess of the standard shift for that meal.

Hourly Rates for Banquets. Banquet waiters/waitresses will be paid for time worked during the standard shift for a meal at the following hourly rates in addition to their banquest commission participation:

1981	$1.80
1982	1.95
1983	2.10
1984	2.30
1985	2.40

Boston

Banquet waiters and Extra Waitpersons Tuxedo, Breakfast and Luncheons 3 hours or less for one meal	$ 9.30
More than 15 persons	.62
Dinner 3 hours or less for one meal	10.30
More than 10 persons	1.03
Tip 14%	

Chicago

	1983	1984	1985	1986	1987
Waiter/Waitress					
Dinner 4 hrs.	$13.25	$13.65	$14.15	$14.65	$15.15
Buffet 4 hrs.	13.65	14.05	14.55	15.05	15.55
Luncheon 3 Breakfast hrs.	10.16	10.46	10.84	11.21	11.59
Set-up Time 2 hrs.	5.73	5.93	6.18	6.43	6.68
Cleanup Time 2 hrs.	6.48	6.68	6.93	7.18	7.43

Chicago (cont'd)

Fifteen guests per waiter shall be the limit, except at buffets where thirty guests per waiter shall be the limit. In the event the statione exceeds these limits, waiters shall be paid 45 cents per guest in excess of the above limits.

There shall be a minimum service charge on all banquets which shall be distributed among all employees working said banquet. Said charge shall be 16%. In the event the employer is unable to secure such minimum service charge on banquets, the employees servicing said banquet shall have the privilege of soliciting their own gratuity.

Seventy-seven percent (77%) of the service charge shall be divided among the waiters, waitresses, busboys, and bartenders, and the remaining twenty-three percent (23%) of said service charge shall be divided in accordance with an addendum agreement with the employer.

Cincinnati

	1985	1986
Breakfast & Lunch 3 hrs.	$10.19	$10.43
Dinner 3-1/2 hrs.	12.56	12.84
Buffet 3 hrs.	11.49	11.73

Service	Maximum Covers	Additional Person
French Service	10	33 cents
Breakfast and Lunch	16	18 "
Receptions and Teas	30	28 "
Buffets	30	33 "
Dinner (before 9 p.m.)	16	33 "

Hartford

	1984	1985	1986
Breakfast 3 hrs. min.	$11.91	$12.21	$12.51
Lunch " " "	11.91	12.21	12.51
Reception " " "	11.91	12.21	12.51
Dinner 4 hrs. min.	15.38	15.78	16.18

15% Service Chare (12-1/2% distributed)

Hartford (cont'd)

Additional Covers

Breakfast and Lunch more than 24 covers 24 cents each add'l

Dinner " " " " 45 cents each add'l

French Service 50 cents for over 15 persons

Buffet Same as above; 4 workpersons per 124 As guide (31 covers each average)

Setup 3 cents additional

Breakdown 4 cents additional

Banquet Bartender:	1984	1985	1986
	$6.72	$6.97	$7.27

Denver

3 hours or less	1983	1984	1985
Breakfast, Lunch	$9.26	$ 9.63	$10.02
Dinners, Evening	9.80	10.19	10.60

Kansas City

If the regular waiter/waitress, busperson or Banquet Captain shall be required to work at a banquet function, he shall be paid $2.50 for each function in addition to his regular pay.

Las Vegas

Service Charge 17%
Banquet Servers, $5.40 hr.
Breakfast 2 hrs. minimum, 50 cents for over 25 customers
Luncheons 3 hrs. minimum, 50 cents for over 25 customers
Dinners 4 hrs. minimum, 60 cents for over 25 customers

Los Angeles

Waiters/Waitresses - Banquets	3/16/85	3/16/86	3/16/87
Breakfast, Luncheon or Tea, beginning before 4 p.m., 3 hrs or less minimum	$13.06	$13.16	$13.26
Dinner, 4 hrs or less min.	16.69	16.79	16.89
Dinner Dance, 8 hrs or less	23.71	23.81	23.91

Los Angeles (cont'd)

Compensation for all hours worked in excess of the above designated minimum shift hours shall be at the rate of $2.50 per hour.

Waiters and waitresses required to serve more than twenty (20) guests shall be paid 26 cents per person in excess of this limit for Breakfast, Luncheon, or Tea, and 32 cents per person in excess of this limit for dinner.

Miami Beach

	1983	1984	1985
Luncheon 3 hrs	$ 7.95	$ 8.30	$ 8.65
Dinner 4-1/2 hrs	11.00	11.50	12.00

Service Charge Normal Charge 15%

Minneapolis

Banquet Rates (4 hrs minimum)	1985	1986
	$3.30	$3.50

New York

Banquet Waiters/Waitresses

	1984	1985	1986	1987	1988
Breakfast, 3 hours	$19.28	$20.46	$21.45	$22.46	$23.49
Lunch, 3-1/2 "	19.54	20.74	21.85	22.87	23.89
Dinner, 4-1/2 "	20.09	21.35	22.49	23.54	24.59

Orlando

Breakfast/Lunch 3-1/2 hrs 30 covers $8.00
(50 cents per extra cover)
Dinner 4 hrs 20 covers $9.00 (50 cents per extra cover)
Service Charge 16% (85% dist. to service personnel)

Philadelphia

Wage Scale for Extra and Banquets, Etc.

	10/1/84	10/1/85	10/1/86
Cooks (8 hrs out of 9)	$49.40	$51.80	$55.20
Bartenders(8 hrs out of 9)	49.40	51.80	55.20
Service Bartenders (8 hrs out of 9) (where there is a not a guaranteed tip)	51.40	53.80	57.20

Overtime pay at time and one-half hours in excess of above-mentioned hours

Philadelphia (cont'd)

Waiters/Waitresses - Banquets	11/1/84	11/1/85	11/1/86
Breakfast (up to 3 hrs)*	$10.53	$10.98	$11.58
Luncheon (up to 3 hrs)*	10.53	10.98	11.58
Dinners or Suppers (up to hrs)*	14.15	14.75	15.55

* Straight time pay for all hours in excess

Waiters and waitresses shall be limited to serving 20 guests at the above rates. For each cover in excess of 20, waiters and waitresses shall receive 1/1/85 - 65 cents; 10/1/85 - 75 cents; 10/1/86 - 90 cents if the meal is either breakfast or lunch. For all other meals waiters and waitresses 1/1/85 - 75 cents; 10/1/85 - 85 cents; 10/1/86 $1.00.

Fifty cents (50 cents) shall be paid for a "set up" and 50 cents for a "clean-up" for each 20 guests or less to be served, and 2-1/2 cents for each guest in excess of 20.

Pittsburgh

Fifteen percent (15%) to be added to banquet price for tips, 15% of sum is distributed to head waiters and the captains they designate; 85% to waiters/waitresses. Head waiters and captains to receive no more than $75; any excess amount to be paid to waiters/waitresses.

Extra Banquet Waiters/Waitresses	10/1/83	10/1/84	10/1/85
Breakfast or lunch banquet, 3 hrs or less. Maximum of 20 guests (55 cents extra for breakfast, or lunch for each person over 20)	$10.50	$10.65	$10.80
Dinner banquet, 4 hours or less, Maximum of 16 guests (75 cents extra for each adult over 20)	14.00	14.20	14.40
Buffet, 4 hours or less (lunch or dinner) 30 guests, 50 cents extra for over 30	14.00	14.20	14.40

St. Louis	11/16/82	11/16/83	11/16/84
Breakfast or lunch 3-1/2 hours	$2.49	$2.49	$2.49
Dinner 3-1/2 hours	2.68	2.68	2.68
Buffet 3-1/2 hours	2.96	2.96	2.96
Set-up Waiters, per hour or fraction thereof	2.49	2.49	2.49

St. Louis (cont'd)

At banquets a waiter shall serve not more than 16 persons, but in emergency, when it becomes necessary for a waiter to serve more than 16 persons, he shall receive 40 cents per person in addition to his regular wage. This, however, shall apply to dinners only. For luncheons the same conditions shall apply, but the waiter shall receive 35 cents per person over 16. At breakfast, a waiter shall serve not more than 20 persons, he shall receive 30 cents per person in addition to his regular wage. At buffets a waiter shall serve not more than 32 persons; he shall receive 30 cents more per person in addition to his regular wage if more than 32 are served.

San Francisco	1983	1984	1985
* Breakfast, Lunch, Tea	$22.92	$23.84	$25.03
** Dinner	28.84	29.99	31.49
** Supper	32.57	33.88	35.57

* 3 hours or less
** 4 hours or less

Washington, DC

Banquet Waiters/Waitresses	
Breakfast and Luncheon	
(including buffet)	$11.25
Dinner (including buffet)	12.25
Extra Banquet Bartenders	
3 hours or less - luncheon	17.65
3 hours or less - dinner	18.65

Banquet waiters/waitresses setting up or cleaning up or additional time $4.00 per hour or fraction thereof. Additional time is time spent on a function in excess of the maximum function time provided for herein.

Individual setting up or cleaning up within a 3-hour period $1.50 per station.

When a waiter or waitress is required to serve a party with French Service, he shall be compensated at an additional 50 cents per cover. French Service shall be defined as service where the fish course or main entree is not plated.

A steady employee required to work private affairs or banquets on house time shall be paid 50 cents less than an extra employee for breakfast, luncheon functions (including buffet, reception, cash bar and dance); $1.00 less than an

extra employee for civic luncheons (including buffet) not to go over 1 p.m., and $1.00 less than extra employees for a dinner function (including buffet, receptions, cash bar and dance) irrespective of time consumed.

Any function commencing from 3:30 p.m. to 5:00 a.m. Monday through Saturday is a dinner function. Any function commencing from 1:00 p.m. Sunday to 5:00 a.m. Monday is a dinner function. This rule will be uniform in all hotels and various times now in effect shall be modified to conform with this paragraph.

Maximum Covers

Breakfast or Luncheon	16*	(40 cents each add'l cover)
Dinner or Supper	15*	(50 " " " ")
Buffets	50*	(50 " " " ")
Dance	50*	(50 " " " ")

* When waiter/waitress is assigned and serves any additional areas in excess of the maximum, the gratuity paid such waiter/waitress shall be prorated to include such additional area or areas.

Coffee breaks to be paid as follows: Room service waiters handling coffee breaks in banquet rooms or in regular rooms which have been converted into meeting rooms.

For under 20 persons	16% gratuity
For 21-35 persons	$2.00 plus 16% gratuity
For 36-50 persons	$4.00 plus 16% gratuity
For 51 or more persons	Applicable function rate

MISCELLANEOUS CLAUSES

	Probationary Period	Jury Duty	Funeral Pay
Atlanta	60 days		1 day immediate family
Atlantic City	60 days	10 days/max. difference jury & regular pay	3 days maximum to attend funeral
Boston	30 days		3 days maximum to attend funeral. (also covers grand-parents, step children & parents
Chicago	60 days		
Cincinnati	30 days		after 90 days of employment, 1 day-immed. family; 2 days if more than 50 miles. 1986 3 days
Denver	60 days	8 Hrs/day for 10 days	
Hartford	60 days	Diff. between reg. pay & jury pay	3 days immed. family
Honolulu	30 days	Diff. between reg. pay & jury pay	7 days leave (3 with Pay)
Kansas City	60 days	Diff. between reg. pay & jury pay. Max-imum 5 days	Maximum 2 days attending. One day if less than 500 miles

Las Vegas	20 shifts of work	Diff. between reg. pay & jury duty pay. Max. 30 days	Leave of absence without pay
Los Angeles	90 days		
Miami Beach	30 days	Diff. between reg. pay & jury duty pay. Max. 8 days	3 days pay if scheduled days
Minneapolis	90 days	Diff. between reg. pay & jury duty pay	2 days if less 250 mi. 3 days if more
New York City	60 days	Diff. in pay for two years every year	3 days max.
Orlando	60 days	Diff. in pay. Max. 2 weeks	3 days immed. family. 1 day in-law & grand parents
Philadelphia	30 days		3 days max.
Pittsburgh	120 days	Guarantee of no loss of pay	3 days max. 1 day in-laws
St. Louis	30 days	Diff. in pay; Max. 2 weeks	Max. 3 days. After 1 year service
San Francisco	30 days	Diff. in pay; Max. 10 days	3 days
Seattle	90 days	Diff. in pay; Max. 10 days	1 day
Washington D.C.			3 days

MISCELLANEOUS CLAUSES

	Schedule Posting Requirement	Shift Differential	Reporting Pay
Atlanta			4 hour guarantee
Atlantic City	1 wk in adv.		4 hour (If start work & work 4 hrs, guarantee 8 hrs.
Boston	1 wk in adv.		8 hrs work or pay
Chicago	Starting time change must be given the preceding work day. Sched. day chg. must be given on or before last working day, preceding week		Full day's pay
Cincinnati			8 hour guarantee
Denver		5¢ hr if 4 hr shift falls 11 PM - 5 AM	
Hartford			Pay for reg. shift (3 hr. min. for call in)
Honolulu	Friday prior to following wk	15¢/hr 16 shift begins 10 PM - 5 AM	Pay for reg. shift
Kansas City		3rd Shift 10¢ hr	No work 4 hours. Start work 8 hrs

Las Vegas	72 hrs for sched. chg. If work period not on sched. Paid 1 1/2 x		8 hrs. if report
Los Angeles	Change can be made if employee is notified the working day before damage	8 PM - 4 AM	
Minneapolis	Posted 3 days prior to first day of sched.		3 hr. min. (4 hr for bartenders)
New York	1 week in adv.	40¢ hr 8 PM - 6 AM	Full shift if employee Normally works full shift
Orlando	Housekeeping 2 wks in adv. Others 1 wk in advance	Non tip 45¢/hr tipped 35¢/hr 12 mid to 8 AM	2 hours min. if start work, complete shift
St. Louis	48 hrs (1 1/2 x for work on an unscheduled day		No work - 1 1/2 shift start work - full day pay
San Francisco	Must give 36 hrs notice Schedule chg. If not 36 hrs. notice, 1 1/2 x for first day of schedule change	$2.00 per shift 8 PM - 4 AM	Full shift
Seattle		20¢/hr if shift starts 11 PM - 1 AM and works 4 hrs between 12 Mid. and 6 AM	If reports, will be paid full shift

Washington	20¢/hr if shift starts 11 PM - 1 AM and work 4 hrs. between 12 Mid. & 6 AM	If reports, will be paid full shift

SOURCE OF DATA

(1)	Parties to Contract	Contract Term
Atlanta	Data from labor agreement of an individual property.	1981 - 1985
Atlantic City	Data from labor agreement of an individual property.	1983 - 1988 (Reopener may occur 1986 on wage rates and benefit fund contributions)
Boston	Greater Boston Hotel and Motor Inn Assoc. and Local 26 Hotel, Restaurant Employees and Bartenders Int. Union AFL-CIO	12/1/85 - 12/1/88
Chicago	Chicago Area Hotels and Chicago Joint Executive Board of Hotel and Restaurant Employees and Bartenders International Union AFL-CIO	4/1/83 - 12/31/87
Cincinati	Data from labor agreement of an individual property	1985 - 1987
Denver	Data from labor agreement of an individual property	1983 - 1986
Hartford	Data from labor agreement of an individual property	1984 - 1987
Honolulu	Council of Hawaii Hotels and Hotel and Restaurant Employees Union, Local 5	3/1/84 - 2/28/87
Kansas City	Data from labor agreement of an individual property	1983 - 1988
Las Vegas	Nevada Resort Assoc. and Local Joint Executive Board of Las Vegas, Culinary Workers Union, Local 226, and Bartenders Union Local No. 165	5/31/83 - 4/1/87

(1) Revisions & Wage Rates for 1985 have been made since last survey.

Los Angeles	Restaurant-Hotel Employers' Council of Southern Calif. (Los Angeles) and Hotel and Restaurant Employees Union, AFL-CIO Local 11	4/1/85 - 4/11/89 (Reopen 4/1/88)
Miami Beach	Data from labor agreement with an individual property	1983 - 1986
Minneapolis	Data from labor agreement with an individual property	1985 - 1988
New York	Hotel Assoc. of New York City, Inc., and New York Hotel and Motel Trades Council, AFL-CIO	6/26/85-6/26/90
Orlando	Data from labor agreement with an individual property	1984 - 1987
Phil-adelphia	Philadelphia Hotel Motor Assoc., Hotel Employees & Restaurant Employees Union Local 274 AFL-CIO, Phila.	10/1/84-9/30/87
Pittsburgh	An individual property and Hotel, Club, Motel, Restaurant and Bartenders Union Local 57	1983 -1986
St. Louis	Hotel and Motel Assoc. of Greater St. Louis and Hotel, Motel, Restaurent, Food Service and Bartenders Local #74 AFL-CIO	11/16/82 - 11/15/85
San Francisco	Hotel Employers Assoc. of San Francisco & Restaurant Employees and Bartenders Union Local 2	8/14/83 - 8/14/86
Seattle	Hotel, Motel, Restaurant Employees and Bartenders Union, Local No. 8 and Seattle Restaurant Assoc. and Seattle Hotel Assoc.	1984 - 1987
Washington D.C.	Hotel Assoc. of Washington, D.C. & Joint Exec. Board of the Hotel & Restaurant Employees & Bart. Inter. Union AFL-CIO of Washington, D.C.	9/16/84 -9/15/86